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ABSTRACT

The motivations of 275 women who were employed full-time, employed part-time, homemakers full-time or vounteeer workers were studied. Analysis of variance was used to test for differences between motivational groups within employment status categories on the demographic variables of personal income, age, educational level and number of children and on the attitude variables of satisfaction with employment status, marital happiness, general happiness, husband's attitude, satisfaction with family relationships and sex role attitude. It was concluded that relationships existed between motivation for full-time employment and general happiness, between motivation for part-time employment and age of subject and number of children, between motivation for full-time homemaking and age of subject, number of children, satisfaction with employment status and husband's attitudes, and between motivation for volunteer work and satisfaction with family relationships. Analysis of variance was used to test for differences between the employment category groups (disregarding motivation) on the demographic and attitude variables. Differences between the groups were observed on the variables of number of children, educational level and personal income level. (Author)

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Selected Demographic and Attitude Variables in Relation to Women's Motivation for Full-Time Employment, Part-Time Employment, Full-Time Homemaking and Volunteer Work

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RESEARCH PROBLEM

Background

Previous research has indicated that women's motivation for employment may be based upon various factors. Eyde (1962, 1968) identified several factors including dominance-recognition, economic, interesting activity-variety, independence, mastery-achievement and social. The Advisory Council on Women's Educational Programs (1975) listed a number of reasons that women offered as a motivation for employment, confirming that different women do have different reasons for seeking employment. Haller (1971) found that certain types of motivation (specifically, non-financial) were associated with a desire for long-term employment, indicating that women's motivation for employment was a variable which not only could be identified, but also could indicate certain attitudes (in this case, committment to employment). Sobol (1971) and Parnes (1973) found that the demographic variables of educational level, family size and age of children were associated with employment motivation.

Problem Statement

There were three issues of concern in this study as follow: (1) What were the primary reasons that women offered to justify their employment status? (2) Did relationships exist between the women's primary reasons (i.e. motivations) and demographic or attitudinal variables? (3) Were there differences between the employment status groups as a whole in terms of demographic and attitudinal variables?

Hypotheses

This study examines the issue of employment motivation by hypothesizing that there are differences in motivation between the four employment categories of full-time employment, part-time employment, full-time homemaking and volunteer work. It is hypothesized that there are relationships between the motivations within each of

the four employment categories and the demographic and attitudinal variables. Finally, it is hypothesized that differences exist between the four employment categories in terms of the demographic and attitudinal variables.

Variables

Employment status categories included (a) full-time employment (five day paid employment outside the home), (b) part-time employment (three day paid employment outside the home, (c) full-time homemaking (five day unpaid employment in the home), and (d) volunteer work (three day unpaid employment outside the home unrelated to homemaking activities).

The reasons that women offered to justify their employment status were <u>not</u> suggested by the researcher. Women responded to an open-ended statement asking for the primary reason they chose their current employment status.

The demographic variables included (a) personal income (<u>not</u> household income), (b) age, (c) educational level, and (d) number of children.

The attitudinal variables included (a) satisfaction with employment status, (b) marital happiness, (c) general happiness, (d) husband's attitude regarding employment status (where applicable), (e) responses to two statements indicating satisfaction with family relationships, (e_1 "My family expects too much of me." and e_2 "My family usually considers my feelings."), and (f) responses to one statement indicating sex role attitudes ("Even though the wife works outside the home, the husband should be the main breadwinner and the wife should have the responsibility of running the household").

Procedure

The sample consisted of 275 women who resided in Nassau County, Long Island, New York. Three hundred fifty questionnaires were distributed at a large shopping mall in central Nassau at various hours of the day. It was the intention of the researcher to collect survey responses

from a widely diverse sample of women.

The self explanatory questionnaire required approximately ten minutes to complete. Women were instructed to indicate the demographic data by checking the appropriate response category, to briefly describe the primary reason for their current employment status, and to enter a mark along an ordinal scale to indicate their position on the attitude statements.

Responses to the questionnaires were analyzed by tallying responses and by computing analyses of variance to determine whether there were differences within employment groups on demographic and attitude variables based on reasons for employment, and also whether there were differences between employment groups on demographic and attitude variables.

RESULTS

Although there were a number of reasons offered in justification of employment status, there was, for each category, a reason which received a majority of consensus. Table I displays the reasons that respondents offered as motivation for their employment status, the number of women that offered each reason, and the percentage of women within each employment category that offered the reason. More than half the women who worked full-time stated that they did so because of to need to earn money, either for necessities (39.8%) or for luxuries (18%). More than half the women who worked part-time stated that they did so because they wanted to have time to be with their children (58%). More than half the women who were full-time homemakers stated that this was their choice because they needed to care for their children (59.3%). More than half the women who performed volunteer work stated that their primary motivation was to perform a service to the community (53.3%). Hypothesis I, which predicted differences in motivation between the four employment categories, was confirmed. In addition, differences of motivation within the employment categories were observed.

Analyses of variance were calculated for each dependent demographic and attitude variable by motivation for employment within each employment status category. Several significant relationships were observed as follows:
(a) Women who worked full-time in order to fill time constructively or in order to earn money for necessities had higher scores on a scale of general happiness than women who worked full-time for other reasons. (Table II)
(b) Women who worked part-time to have time for the children were younger in age than women who worked part-time for other reasons. Women who worked part-time to have time for their husbands were older in age than women who worked part-time for other reasons. (Table III)
(c)Women who worked part-time to have time for the children had more children than women who worked part-time for other reasons. Women who worked part-time to have time for their husbands had fewer children than women who worked part-time for other reasons. (Table IV)
(d) Women who were full-time homemakers in order to care for their home or to satisfy a husband who preferred a non-working wife were older in age than women who were full-time homemakers for other reasons. (Table V)
(e) Women who were full-time homemakers in order to care for their children or because they did not have marketable skills had more children than women who were full-time homemakers for other reasons. (Table VI)
(f) Women who were full-time homemakers because they did not have marketable skills or because they wanted time for themselves were more satisfied with their employment status than women who were full-time homemakers for other reasons. (Table VII)
(g) Women who were full-time homemakers because they did not have marketable skills were more likely to report that their husbands were <u>not</u> supportive of their full-time homemaking status than women who were full-time homemakers because of other reasons. (Table VIII)

(h) Women who did volunteer work for the primary purpose of earning some benefit for their family were less likely to feel that their family considered their feelings than women who did volunteer work for other reasons. (Table IX)

Hypothesis II which predicted the existence of relationships between motivations within employment categories and the demographic and attitudinal variables was supported to a limited extent. Relationships were found to exist between motivation for full-time employment and happiness, motivation for part-time employment and age and number of children, motivation for full-time homemaking and age, number of children, satisfaction with employment status and husband's attitude, and motivation for volunteer work and satisfaction with family relationships.

Analyses of variance were calculated for each dependent demographic and attitude variable by employment status category to determine if differences existed between the employment status groups as a whole in terms of the dependent variables. Several significant relationships were observed:

(a) Women who worked full-time had fewer children than women of the other employment status categories. (Table X)

(b) Women who did volunteer work and women who worked full-time had higher educational levels than women of the other employment status categories. (Table XI)

(c) Women who were full-time homemakers had lower personal income levels than women of the other employment status categories. (Table XII)

Hypothesis III predicted that differences would exist between the four employment categories on the dependent variables. The hpothesis was supported to a limited extent. Relationships were found to exist between employment status and number of children, educational level and personal income.

DISCUSSION

Evidence that was gathered in this study confirmed previous studies which concluded that there are various reasons that women seek employment. In addition, this study provided evidence that women have various reasons for selecting any of the four categories of employment status which were identified here as full-time employment, part-time employment, full-time homemaking and volunteer work. There was, however, a majority of consensus within each employment category indicating the major motivation within each group. Most full-time employed women stated that they worked in order to earn income. Most part-time employed women stated that they worked part-time in order to have time with their children. Most full-time homemakers stated that their motivation was childcare. Most volunteer workers stated that their motivation was to provide a service to the community.

Previous research has indicated that there are relationships that exist between certain types of motivation and certain attitudes and certain demographic data. In this study, an attempt was made to identify relationships between motivations within each of the employment categories and selected attitudes and demographic data. There were certain relationships observed, yet it should be noted that in many cases there were no relationships between motivations within the employment categories and the dependent variables. Motivation for full-time employment was associated with general happiness but not with satisfaction with employment status, marital happiness, husband's attitude, satisfaction with family relationships or sex role attitude or any of the demographic variables in this study. Motivation for part-time employment was associated with age and number of children, but not with the other demographic variables, nor with any of the attitudinal variables in this study. Motivation

for full-time homemaking was associated with age and number of children, but not with personal income or educational level, and it was associated with satisfaction with employment status and husband's attitude, but not with marital happiness, general happiness, satisfaction with family relationships or sex role attitudes. Motivation for volunteer work was associated with none of the demographic or attitude variables except to some extent with satisfaction with family relationships.

In testing for differences between the employment categories, it was found that there were differences between the groups in terms of number of children, educational level and personal income level, but not on the other demographic variables nor on any of the attitude variables. This is further evidence that the variable of employment status is too broad to be a meaningful predictor, which is the reason for exploring beyond employment status into areas such as employment motivation as has been done here.

It is understood that this study, based on self report of basic demographic information and of very simple superficial attitude measures, is basically a report of survey material. However, the relationships that were found between the variables and the relationships that were not found between the variables do serve to confirm the conclusions of previous research and suggest areas for development of future research. For instance, what is the reason for the relationship between motivation for full-time homemaking and satisfcation with employment status? It appears from the evidence presented in this study that women who choose part-time employment and full-time homemaking are influenced by considerations for their children. Yet, why is it that women who choose full-time homemaking for the stated reason of childcare are less satisfied with their employment status than women who choose full-time

homemaking because they do not have marketable skills or because they want time for themselves? What are the differences between women who are more satisfied with childcare and less satisfied with childcare? There are various other questions which can be indicated by the evidence in this study in addition to its exploration of employment motivation as a variable.

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Table I

Motivations for Employment Status, Number and Percentage of Response

Employment Status	n	p
Full-time employment		
To earn money for necessities.	53	39.8%
To earn money for luxuries.	24	18.0
To fill time constructively.	19	14.3
To use abilities and skills.	19	14.3
To have own money, without needing to depend on anyone else.	18	13.5
	133	99.9%
Part-time employment		
To have time for the children.	25	58.0%
To have time for self.	9	20.9
To have time for husband.	5	11.6
To have time for household tasks.	4	9.3
	43	99.8%
Full-time homemaking		
To care for the children.	32	59.3%
To care for the home.	8	14.8
To have time for self.	7	13.0
Husband's preference.	5	9.3
No marketable skills.	2	3.7
	54	100.1%
Volunteer work		
Service to the community.	24	53.3%
Dedication to the cause.	13	28.9
To benefit own family.	4	8.9
Enjoyment of the activity.	4	8.9
	45	100 %

Table II

Summary of the Analysis of Variance for General Happiness By Motivation for Full-Time Employment

Source of Variation	df	Mean	Variance
Necessities	47	7.15	3.33
Luxuries	23	8.21	2.50
To fill time	16	8.47	1.66
Abilities and skills	18	7.11	4.94
Money of one's own	14	2.27	1.66

Treatment SS = 37.61; Error SS = 366.90;
Total SS = 404.50
F = 3.02; df 1 = 4; df 2 = 118; sig. .05

Table III

Summary of the Analysis of Variance for Age By Motivation for Part-Time Employment

Source of Variation	df	Mean	Variance
Time for children	24	34	5.2
Time for self	8	43.8	15.6
Time for husband	4	50	4.0
Time for household tasks	3	40	5.0

Treatment SS = 23.09; Error SS = 30.96;
Total SS = 54.05
F = 9.69; df 1 = 3; df 2 = 39; sig. .05

Table IV

Summary of the Analysis of Variance for Number of Children By Motivation for Part-Time Employment

Source of Variation	df	Mean	Variance
Time for children	24	2.64	1.59
Time for self	8	0.89	0.99
Time for husband	4	0.40	0.24
Time for household tasks	3	1.25	2.69

Treatment SS = 35.82; Error SS = 60.60;
Total SS = 96.42
F = 7.68; df 1 = 3; df 2 = 39; sig. .05

Table V

Summary of the Analysis of Variance for Age By Motivation for Full-Time Homemaking

Source of Variation	df	Mean	Variance
Care for children	31	32.2	0.8
Care for home	7	45.0	1.5
Time for self	6	38.6	2.7
Husband's preference	4	44.0	1.44
No marketable skills	1	35.0	0.25

Treatment SS = 14.81; Error SS = 64.03;
Total SS = 78.83
F = 2.83; df 1 = 4; df 2 = 49; sig. .05

Table VI

Summary of the Analysis of Variance for Number of Children By Motivation for Full-Time Homemaking

Source of Variation	df	Mean	Variance
Care for children	31	2.34	1.54
Care for home	7	1.00	1.25
Time for self	6	0.43	0.24
Husband's preference	4	0.80	0.96
No marketable skills	1	2.50	0.25

Treatment SS = 33.64; Error SS = 66.23;
Total SS = 99.87
F = 6.22; df 1 = 4; df 2 = 49, sig. .05

Table VII

Summary of the Analysis of Variance for Satisfaction With Employment Status By Motivation for Full-Time Homemaking

Source of Variation	df	Mean	Variance
Care for children	31	1.53	0.50
Care for home	7	1.50	0.50
Time for self	6	2.29	1.63
Husband's preference	4	1.60	0.64
No marketable skills	1	3.50	0.25

Treatment SS = 10.16; Error SS = 35.10;
Total SS = 45.26
F = 3.55; df 1 = 4; df 2 = 49; sig. .05

Table VIII

Summary of the Analysis of Variance for Husband's Attitude By Motivation for Full-Time Homemaking

Source of Variation	df	Mean	Variance
Care for children	29	1.57	0.38
Care for home	7	1.88	0.86
Time for self	4	2.00	0.80
Husband's preference	4	1.40	0.64
No marketable skills	1	3.50	0.25

Treatment SS = 8.14; Error SS = 25.94;
Total SS = 34.08
F = 3.53; df 1 = 4; df 2 = 45; sig. .05

Table IX

Summary of the Analysis of Variance for Attitude Statement "My family usually considers my feelings" By Motivation for Volunteer Work

Source of Variation	df	Mean	Variance
Service to the community	22	4.43	0.85
Dedication to the cause	12	4.23	1.56
Enjoyment of the activity	3	4.25	0.69
To benefit own family	3	2.75	0.69

Treatment SS = 9.70; Error SS = 45.46;

Total SS = 55.16

F = 2.84; df 1 = 3; df 2 = 40; sig. .05

Table X

Summary of the Analysis of Variance for the Number of Children By Employment Status

Source of Variation	df	Mean	Variance
Full-time employment	132	1.21	1.69
Part-time employment	42	1.91	2.18
Full-time homemaking	51	1.83	1.80
Volunteer work	39	1.80	1.71

Treatment SS = 27.19; Error SS = 479.58;
Total SS = 506.76
F = 4.99; df 1 = 3; df 2 = 264; sig. .05

Table XI

Summary of the Analysis of Variance for Educational Level By Employment Status

Source of Variation	df	Mean	Variance
Full-time employment	131	3.49	1.83
Part-time employment	42	2.86	1.70
Full-time homemaking	53	2.98	1.28
Volunteer work	44	3.60	1.05

Treatment SS = 22.69; Error SS = 443.94;
Total SS = 466.63
F = 4.60; df 1 = 3; df 2 = 270; sig. .05

Table XII

Summary of the Analysis of Variance for Personal Income By Employment Status

Source of Variation	df	Mean	Variance
Full-time employment	129	18596.15	88558062.13
Part-time employment	39	14375.00	55234375.00
Full-time homemaking	43	9034.09	76197701.45
Volunteer work	35	16319.44	96002121.91

Treatment SS = 3118526671.; Error SS = 2.05^{10}

Total SS = 2.36^{10}; df 1 = 3; df 2 = 246; sig. .05

F = 12.16